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ABSTRACT

The 13 chapters of this book, written by various sociologists, document how race and gender intersect to put African American and Latina women at a disadvantage in the workplace. The articles encompass 30 years of change for women at all levels of the workforce, from those who spend time on the welfare rolls to middle class professionals, and look at the possible sources of their being increasingly disadvantaged, including the changing demands for skills, increasing numbers of immigrants in the job market, the precariousness of balancing work and childcare responsibilities, and employer discrimination. The following articles are included: (Introduction) "Latinas and African American Women in the U.S. Labor Market" (Irene Browne); (Part I: Employment and Earnings among Latinas and African American Women) "The Economic Progress of African American Women" (Mary Corcoran); "Losing Ground: The Erosion of the Relative Earnings of African American Women during the 1980s" (John Bound and Laura Dresser); "The Economic Progress of Mexican and Puerto Rican Women" (Mary Corcoran, Colleen M. Heflin, and Belinda L. Reyes); "Gender, Race, Ethnicity, and Wages" (Paula England, Karen Christopher, and Lori Reid); "Occupational Segregation by Race and Ethnicity among Women Workers" (Barbara F. Reskin); (Part II: The Dynamics of Race and Gender in the Labor Market) "Generational Paths into and out of Work: Personal Narratives of Puerto Rican Women in New York" (Aixa N. Cintron-Velez); "Mexican-Origin Women in Southwestern Labor Markets" (Susan Gonzalez Baker); "Getting Off and Staying Off: Racial Differences in the Work Route off Welfare" (Kathryn Edin and Kathleen Mullan Harris); "Stereotypes and Realities: Images of Black Women in the Labor Market" (Irene Browne and Ivy Kennelly); "Perceptions of Workplace Discrimination among Black and White Professional-Managerial Women" (Elizabeth Higginbotham and Lynn Weber); (Part III: New Directions for Social Theory and Policy) "Black Women and the New World Order: Toward a Fit in the Economic Marketplace" (Delores P. Aldridge);

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"Now You See 'Em, Now You Don't: Race, Ethnicity, and Gender in Labor Market Research" (Barbara F. Reskin and Camille Z. Charles); and "Latinas and African American Women in the Labor Market: Implications for Policy" (Joya Misra). (KC)